



County of Los Angeles
CHIEF EXECUTIVE OFFICE

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WILLIAM T FUJIOKA
Chief Executive Officer

May 19, 2010

To: Supervisor Gloria Molina, Chair
Supervisor Mark Ridley-Thomas
Supervisor Zev Yaroslavsky
Supervisor Don Knabe
Supervisor Michael D. Antonovich

From: William T Fujioka
Chief Executive Officer

Board of Supervisors
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CHILD SUPPORT SERVICES DEPARTMENT MANAGEMENT APPOINTMENT

Consistent with the Board-approved policy on managerial appointments, we have reviewed and recommend Board approval of the request of Steven J. Golightly, Director of the Child Support Services Department (CSSD), for the appointment of Ms. Fesia A. Davenport to the position of Chief Deputy Director, Child Support Services Department (UC), Item 1734A, at an annual salary of \$164,366, which is below the control point of Range 17 of the salary structure and reflects a 10 percent increase over her current base salary.

Ms. Davenport is highly qualified for the position of Chief Deputy Director. She began her career in child support enforcement in 1998 with the Office of the District Attorney and has been with CSSD since its inception in 2001. Ms. Davenport possesses in-depth knowledge of the statutes, rules and regulations governing child support enforcement, and is an expert in this field. Ms. Davenport holds a Bachelor's Degree from Cal-State University at Long Beach and a Jurist Doctorate from the University of California Hastings College of Law. Both degrees have served her well in her management capacity within the Department. Ms. Davenport is one of the Department's more senior attorneys and holds the functional title of Chief Attorney.

From the time the Department's former Chief Deputy Director, Lisa M. Garrett, was placed on loan to another County department, Ms. Davenport assumed many of the duties carried out by the former Chief Deputy. In this capacity, she serves as a senior advisor to Mr. Golightly on a wide range of issues. Ms. Davenport provides legal

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guidance and advice concerning federal and State child support laws and policies impacting the Department. She assists the Department's Employee Relations Unit on employment matters. Ms. Davenport also advises the Director on those areas of the Department's operations having the potential to expose the Department to liability and formulates and oversees the implementation of plans designed to reduce those risks. Ms. Davenport directed the development of, and was instrumental in the successful implementation of, several departmentwide initiatives for which the Department received \$2.88 million in dedicated funding from the State in fiscal year 2009-10.

Prior to 2009, Ms. Davenport served as the senior advisor to then Chief Deputy Director, Lisa M. Garrett. In this role, she analyzed complex administrative issues, provided critical feedback, and drafted Departmental responses and plans relative to: employment and personnel issues, high level inquiries from Board offices, and proposed legislation potentially impacting the Department. Specifically, Ms. Davenport worked closely with the Department's Human Resources (HR) and Employee Relations (ER) staff to respond to employee-related litigation and claims. She attended mediations and roundtables on behalf of the then Chief Deputy and served as a liaison to the County's Office of Affirmative Action Compliance along with the Department's ER/HR staff. Ms. Davenport vetted and directed the compilation of the Department's proposals for the Board's federal and State legislative agendas.

Based on this information, we recommend the approval of Mr. Golightly's request. In accordance with the policy on managerial appointments, please advise this Office if you would like this request placed on an upcoming agenda for Board action. Unless otherwise instructed by Tuesday, June 2, 2010, we will authorize CSSD to proceed with the appointment.

Please contact Kathy House, Acting Deputy Chief Executive Officer, at (213) 974-4530, if you have any questions or need additional information.

WTF:BC:KH
DS:RG:cvb

c: Executive Office, Board of Supervisors
Auditor-Controller
Child Support Services